



# SENATE BILL 239: Reduce Barriers to State Employment.

2023-2024 General Assembly

<b>Committee:</b>	Senate Education/Higher Education.	<b>If Date:</b>	March 15, 2023
	favorable, re-refer to Rules and Operations of the Senate		
<b>Introduced by:</b>	Sens. Corbin, Lee, Johnson	<b>Prepared by:</b>	Drupti Chauhan*
<b>Analysis of:</b>	First Edition		Committee Counsel

**OVERVIEW:** *Senate Bill 239 would require the State Human Resources Commission (Commission) to do all of the following: (1) assess the educational, experiential, and training requirements for positions in State government; (2) determine when practical experience and training is the appropriate job qualification, rather than a four-year degree; (3) identify jobs for which educational, experiential, and training requirements can be reduced; (4) remove language requiring a four-year college degree in position descriptions when a four-year degree is not necessary for the position; and (5) submit an annual report to the Joint Legislative Oversight Committee on General Government on its efforts to implement the provisions of the bill.*

[As introduced, this bill was identical to H210, as introduced by Reps. Bell, Balkcom, Gillespie, Sauls, which is currently in House State Personnel.]

**CURRENT LAW:** Chapter 126 of the General Statutes establishes for State government a system of personnel administration with the Commission being the policy and rulemaking body. Some of the duties of the Office of State Human Resources include (i) making recommendations for policies and rules to the Commission; (ii) developing and administering statewide standards for personnel management; (iii) providing training and technical assistance to agencies; and (iv) providing oversight, which includes monitoring compliance with established Commission policies and rules.

The Commission consists of nine members who are appointed by the Governor and the General Assembly. Subject to the approval of the Governor, the Commission must establish policies and rules for positions that are subject to the State Human Resources Act. For example, the Commission must establish rules and policies governing (i) position classification plans; (ii) compensation plans; and (iii) reasonable qualifications as to education, experience, specialized training, licenses, certifications, and other job-related requirements pertinent to the work to be performed for each class of positions.

**BILL ANALYSIS:** Senate Bill 239 would require the Commission to do all of the following:

- Regularly assess the educational, experiential, and training requirements for positions in State government.
- Determine when practical experience and training (e.g. military service, apprenticeship, or trade school) is the appropriate job qualification, rather than a four-year degree.
- Identify jobs for which educational, experiential, and training requirements can be reduced from their present level.

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- To the extent practicable, remove language requiring a four-year college degree in position descriptions when a four-year degree is not necessary for the position.

Beginning October 1, 2023, the bill would require the Commission to submit an annual report to the Joint Legislative Oversight Committee on General Government on its efforts to reduce barriers to State government as required by the bill.

**EFFECTIVE DATE:** The act would be effective when it becomes law.

*\*Brad Krehely, counsel to Senate State and Local Government, substantially contributed to this summary.*